

Arthur A. Hartinger (State Bar No. 121521)
Geoffrey Spellberg, Esq. (SBN: 121079)
Laura Lee Briggs (State Bar No. 197068)
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Oakland, California 94607
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Attorneys for Defendants
CITY OF STOCKTON, MARK LEWIS
and WILLIAM GARY GILLIS

UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF CALIFORNIA

JAIME HUGHES, MARY CORONADO,
AUDREY MILLS, VIRGINA CARDOZA,
KAREN DELUCCHI, JOLENE GIBSON,
BARBARA HEDRICK, SUZANNE
HENNING, WILL JOHNSON, LINDA
MAGER, MARIA MACIAS, CARL
MORROW, CANDICE PRICE, VIRGINIA
RUIZ, CARMEN SIMMONS, TREASA
TREDWELL, MARINA TORRES, SHEILA
WALL, LORIE WEISS and KATHI LYNN
CORONADO,

Plaintiff,

v.

CITY OF STOCKTON; MARK LEWIS;
WILLIAM GARY GILLIS; and DOES 1
through 100, in their individual capacities,

Defendants.

Case No: CIV. S-03 0166 MCE-DAD

DECLARATION OF MARK COHEN

Judge Morrison C. England, Jr.

Complaint Filed: January 28, 2003

Trial Date: December 1, 2004

I, Mark Cohen, declare:

1. I have personal knowledge of the following facts and if called as a witness I could and would testify confidentially thereto.

2. I am providing this declaration at Mr. Spellberg's request in response to Plaintiffs' Motion in Limine to exclude my testimony at trial. Attached hereto as Exhibit A is a true and correct copy of the report that I prepared in this action pursuant to the Federal Rules.

5. On approximately 10-15 occasions I have performed this type of wage calculation work on matters involving FLSA disputes. Thus, although I am not an expert in the FLSA, and do not purport to be, I have done calculations similar to those that I performed here in other matters involving FLSA disputes.

7. My calculations and opinions are fully consistent with standard economic analyses in the area of wage and hour calculations. The worksheets attached to the report fully show those calculations.

9. I declare under penalty of perjury under the laws of the United States of America that the forgoing are true and correct executed this ____ day of June, 2005 in Lafayette, California.

Mark Cohen

EXHIBIT A

P A C I F I C E C O N O M I C C O N S U L T A N T S , I N C .

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LAFAYETTE, CALIFORNIA 94549

TELEPHONE: (925) 299-1200
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February 2, 2004

Arthur A. Hartinger
Meyers, Nave, Riback, Silver & Wilson
555 12th Street, Suite 1500
Oakland, CA 94607

10-15

Re: Hughes, et al. v. City of Stockton, et al.

Dear Mr. Hartinger:

As Chief Economist of Pacific Economic Consultants, Inc., I have been retained to analyze the plaintiff claimed economic losses. I have also been asked to compute the effective wages of Fire Telecommunicators for the City of Stockton from 2000 to the present. Lastly, I have been retained to analyze the work product of plaintiff retained experts relating to wage rate calculations and economic losses.

As I understand, plaintiff claims that after November 2000, Fire Telecommunicators were not paid appropriately. They claim that they should have received additional overtime pay.

In order to conduct my study, your office provided me with the following information:

1. Pre-Trial Scheduling Order
2. City of Stockton Salary Schedules for Fire Telecommunicators, 1999 – 2004
3. Stockton City Council Resolution No. 00 – 0559
4. Rule 26. General Provisions Governing Discovery; Duty of Disclosure
5. Hours History Detail, 1/15/99 – 7/31/03, for Jaime Hughes
6. Hours History Detail, 1/15/99 – 7/31/03, for Lorie Weiss
7. Hours History Detail, 2/15/00 – 7/31/03, for Jolene Gibson
8. Direct Deposit Advice documents, incomplete 6/16/99 – 10/31/03, for Jaime Hughes
9. Direct Deposit Advice documents, incomplete 2/1/99 – 11/15/03, for Lorie Weiss
10. Direct Deposit Advice documents, incomplete 12/16/00 – 10/31/03, for Jolene Gibson
11. 1999 – 2002 W-2 Statements for Jaime Hughes

In addition to review of the above, I have also spoken to you, Laura Lee Briggs of your office and Judy Ng with the City of Stockton. Briefly, you provided me with the

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4101 ALMOND STREET • RIVERSIDE, CALIFORNIA 92501 • TELEPHONE: (909) 781 - 0960 • FACSIMILE: (909) 781 - 4221

assignment. Ms. Briggs explained that the specific payroll information provided for the three plaintiffs, Ms. Hughes, Weiss and Gibson because each represented a different position. Ms. Hughes is a Fire Telecommunicator Supervisor, Ms. Weiss is a Fire Telecommunicator II and Ms. Gibson is a Fire Telecommunicator I. As such, they are representative of the plaintiff group. Both Ms. Hughes and Ms. Weiss are at the top step throughout the period in question, so calculations are simplified. Ms. Gibson was selected as a Telecommunicator I because the remaining three Fire Telecommunicator I workers did not work throughout the period in question, or did training work on an alternative schedule during the period in question.

I have calculated the hourly effective wage rates derived from monthly salary schedules for Fire Telecommunicator I, Fire Telecommunicator II and Fire Telecommunications Supervisors, from 2000 to 7/31/03 as they pertain to Ms. Hughes, Weiss and Gibson. The attached worksheets show my calculations for each position. Additionally, I have compared actual earnings for Ms. Hughes, Weiss and Gibson with earnings that would be expected given effective hourly rates in place between 2000 and 2003. My calculations are also attached to this letter.

In summary, you will find that the comparison calculations show that Ms. Hughes, Ms. Weiss and Ms. Gibson earned income in excess of what they would have been compensated based on the effective hourly rates in place. A partial explanation for this overpayment is that actual non-regularly scheduled over-time pay was calculated at 1.5 times an hourly rate that was inclusive of regularly scheduled over-time.

Please note that I have not yet had the opportunity of reviewing work product of plaintiff retained experts relating to wage rate calculations and economic losses. As such, I cannot comment upon their work at this time. Further, please note that if additional information becomes available, I may augment or change my opinion.

Finally, please find enclosed a copy of my CV, a fee schedule and a listing of testimonies in the past four years. If you have any questions, please do not hesitate to contact me.

Sincerely,



Mark Cohen
Chief Economist

Attachements

PACIFIC ECONOMIC CONSULTANTS, INC.

3732 MOUNT DIABLO BOULEVARD, SUITE 372
LAFAYETTE, CALIFORNIA 94549

TELEPHONE: (925) 299-1200
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MARK COHEN

CURRICULUM VITAE

FINANCIAL, STATISTICAL & REHABILITATION ECONOMIST

PACIFIC ECONOMIC CONSULTANTS, INC., Lafayette, California, 1995 to Present.

Principal, Chief Economist. Valuation of businesses and economic losses in business, personal injury, wrongful death, labor and marital litigation. Preparation of statistical analyses, vocational, labor and job market consultation and studies. Development and placement of structured settlement alternatives.

BAY AREA PSYCHOTHERAPY TRAINING INSTITUTE, Lafayette, California, 1994 to 2001.

Member, Board of Directors. Consultation in the business development and management of this non-profit training institute.

THE UDINSKY GROUP, Berkeley, California, 1984 to 1995.

Vice President. Valuation of businesses and economic losses in business, personal injury, wrongful death, labor and marital litigation. Preparation of statistical analyses, labor and job market consultation and studies. Development and placement of structured settlement alternatives.

TEACHING EXPERIENCE

DOMINICAN COLLEGE, San Rafael, California, 1992 to 1998.

Adjunct Professor of Graduate Level International Finance, Monetary Systems and Investments, M.B.A. Program; Undergraduate Level International Finance and Investments, Business School Program.

EUROPEAN BUSINESS SCHOOL, Brussels, Belgium, 1991.

Adjunct Professor of Undergraduate Level Money and Banking, Statistics, and Management.

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EDUCATION

UNIVERSITY OF CALIFORNIA AT BERKELEY. Bachelors of Science, Business Administration, 1982. Emphasis in Finance.

BOSTON UNIVERSITY. Masters of Science, Management, 1991. Emphasis in International Finance. Graduated first in class.

ST. MARY'S COLLEGE. Masters of Arts, Counseling, 1998. Emphasis in Vocational Rehabilitation and Career Counseling.

LINDENWOOD COLLEGE: (1) Principles of Business Valuation, (2) Business Valuation Theory and Methodology, (3) Business Valuation: Selected Advanced Topics.

PUBLICATIONS AND INVITED PRESENTATIONS

"Economic Issues For Vocational Experts To Consider in Vocational Analysis," presented to the California Association of Rehabilitation and Re-Employment Professionals, Oakland, November 2002.

"Estimating Economic Loss To Injured Self Employed Workers," presented to the American Rehabilitation Economics Associations (AREA), Reno, May 1998.

"Methodologies to Improve Economic and Vocational Analysis in Personal Injury Litigation," with Thomas Yankowski, M.S., C.V.E., Litigation Economics Digest, National Association of Forensic Economics, Missouri. Volume II, Issue No. 2, Summer 1997. Also published in Vocational Evaluation and Work Adjustment Journal, The Professional Journal of The Vocational Evaluation and Work Adjustment Association, Volume 31, No. ¾, Fall/Winter 1998.

"Vocational Evaluation and Economic Analysis in Personal Injury and Wrongful Termination Cases," with Thomas Yankowski, M.S., C.V.E., presented to the National Association of Rehabilitation Professional in the Private Sector; San Francisco, April 1995.

"The Economics of Employment Discharge and Your Case," with Jerald H. Udinsky, Ph.D., A.S.A., The Lawyer's Brief, Business Laws, Inc., Ohio. Volume 20, Issue No. 5, March 15, 1990.

"Estimation of Future Medical and Rehabilitation Care Costs: Issues and Questions for The Attention of Rehabilitation Professionals," presented to the Registered Nurses Professionals Association, Santa Clara Valley Medical Center, January 1990.

LICENSES, CERTIFICATIONS AND ASSOCIATIONS

Certified Earnings Analyst, American Rehabilitation Economics Association.

American Society of Appraisers, Business Valuation.

California State Licensed Life Insurance Agent.

American Economics Association.

California Association of Rehabilitation and Re-Employment Professionals.

Western Economic Association.

National Association of Forensic Economics.

P A C I F I C E C O N O M I C C O N S U L T A N T S , I N C .

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RATE SCHEDULE

Effective 2/1/04

\$230 per hour for review, consultation, analysis and travel

\$460 per hour, one-hour minimum, for deposition and trial testimony

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Forbes v. United Airlines	Beddor v. Mindscape, Inc.	Donnellan v. DEB Construction
Diehl v. Plummer, et al.	Adams v. CPMC	Blakely v. Meyers
Walker v. Shearson	Fowler v. U.C. Regents	Sullivan v. Delta Airlines
Bay Cities v. Cameron	Greer v. Collins	Monday v. Discovery Point Travel
Teknekron v. Sharkansky	Balkwell v. APL	Knobel v. Kaiser
Chan v. Safir	Baskin v. Kaiser	Boutsikakis v. Kellert
Puryear v. Marles	Hansen v. Tereul	Nedderman v. U.C. Regents
Kisi v. Enterprise Rent-A-Car	Shuler v. Tofal	Leonardi v. Cameron
Plant v. Manson Construction	Wyatt v. Dupps	Lindo v. Solarzarno
Omodt v. Faigo	Cummings v. U.C. Regents	Braun v. C.C.S.F.
Leeson v. One Steuart	Divack v. Pauli	Whimple v. Interpipe
Peterson v. Williams	Estoursy v. Skil	Schneider v. Hudson
Merel v. APL	Sawyer v. Omar	Heaton v. FHP
Velasco v. Patel	Contreras v. Crocodile Café	Corrall v. Community Orthopedic
Shiah v. O'Connor Hospital	Acevedo v. Willis	Angelos v. Pontente
Bennett v. C.C.S.F.	Howard v. Tam	Tank v. St. Mary's
Jones & White v. Honda North	Thorton v. Silvert	Riordan v. Friedeberg
Peeler v. Statewide Concrete	Carvey v. Hanna	Weinstein v. St. Mary's Hospital
Travelquest v. Rolyn	Hatfield v. Matson	Serrano v. Aguirre
McLean v. Ward Machinery	Edgell v. ASM	Rickabaugh v. Enochs
Gregory v. United Airlines	Warner v. Lucky Stores	Bertram v. Merit Behavioral Care
Booker v. Bay Area Contract Transportation Services	Giuliano v. Eden Township Hospital District	Glen Holly Entertainment v. Tektronix, Inc, et al.
Leyvas v. Washington Township Hospital	Halloran v. Pilkington North America	Hobbs v. URS Corp.
Greenwell v. Kaplan, M.D.	Jessup v. Lukas	Vargas v. Ashraf

Effective Hourly Rates: 2,928 Hours Per Year:

	<u>1/1/2000</u>	<u>1/1/2001</u>	<u>1/1/2002</u>	<u>1/1/2003</u>	<u>1/1/2004</u>
Fire Telecommunicator I - Step 2					
Title:					
Monthly:	\$ 2,521	\$ 3,208	\$ 3,289	\$ 3,372	\$ 3,457
Annual:	\$ 30,252	\$ 38,496	\$ 39,468	\$ 40,464	\$ 41,484
Effective Hourly Rate:	\$ 9.0251	\$ 11.4845	\$ 11.7745	\$ 12.0716	\$ 12.3759
Fire Telecommunicator I - Step 3					
Title:					
Monthly:	\$ 2,650	\$ 3,372	\$ 3,457	\$ 3,545	\$ 3,635
Annual:	\$ 31,800	\$ 40,464	\$ 41,484	\$ 42,540	\$ 43,620
Effective Hourly Rate:	\$ 9.4869	\$ 12.0716	\$ 12.3759	\$ 12.6909	\$ 13.0131
Fire Telecommunicator I - Step 4					
Title:					
Monthly:	\$ 2,786	\$ 3,545	\$ 3,635	\$ 3,727	\$ 3,821
Annual:	\$ 33,432	\$ 42,540	\$ 43,620	\$ 44,724	\$ 45,852
Effective Hourly Rate:	\$ 9.9737	\$ 12.6909	\$ 13.0131	\$ 13.3425	\$ 13.6790
Fire Telecommunicator II - Step 6					
Title:					
Monthly:	\$ 3,237	\$ 4,118	\$ 4,222	\$ 4,329	\$ 4,439
Annual:	\$ 38,844	\$ 49,416	\$ 50,664	\$ 51,948	\$ 53,268
Effective Hourly Rate:	\$ 11.5883	\$ 14.7422	\$ 15.1146	\$ 15.4976	\$ 15.8914
Fire Telecommunications Supervisor - Step 6					
Title:					
Monthly:	\$ 3,836	\$ 4,881	\$ 5,004	\$ 5,131	\$ 5,261
Annual:	\$ 46,032	\$ 58,572	\$ 60,048	\$ 61,572	\$ 63,132
Effective Hourly Rate:	\$ 13.7327	\$ 17.4737	\$ 17.9141	\$ 18.3687	\$ 18.8341

Effective Hourly Rates: 2,904 Hours Per Year:

	<u>1/1/2000</u>	<u>1/1/2001</u>	<u>1/1/2002</u>	<u>1/1/2003</u>	<u>1/1/2004</u>
Title:					
Monthly:	\$ 2,521	\$ 3,208	\$ 3,289	\$ 3,372	\$ 3,457
Annual:	\$ 30,252	\$ 38,496	\$ 39,468	\$ 40,464	\$ 41,484
Effective Hourly Rate:	\$ 9.1230	\$ 11.6092	\$ 11.9023	\$ 12.2027	\$ 12.5103
Title:					
Monthly:	\$ 2,650	\$ 3,372	\$ 3,457	\$ 3,545	\$ 3,635
Annual:	\$ 31,800	\$ 40,464	\$ 41,484	\$ 42,540	\$ 43,620
Effective Hourly Rate:	\$ 9.5899	\$ 12.2027	\$ 12.5103	\$ 12.8287	\$ 13.1544
Title:					
Monthly:	\$ 2,786	\$ 3,545	\$ 3,635	\$ 3,727	\$ 3,821
Annual:	\$ 33,432	\$ 42,540	\$ 43,620	\$ 44,724	\$ 45,852
Effective Hourly Rate:	\$ 10.0820	\$ 12.8287	\$ 13.1544	\$ 13.4873	\$ 13.8275
Title:					
Monthly:	\$ 3,237	\$ 4,118	\$ 4,222	\$ 4,329	\$ 4,439
Annual:	\$ 38,844	\$ 49,416	\$ 50,664	\$ 51,948	\$ 53,268
Effective Hourly Rate:	\$ 11.7141	\$ 14.9023	\$ 15.2786	\$ 15.6659	\$ 16.0639
Title:					
Monthly:	\$ 3,836	\$ 4,881	\$ 5,004	\$ 5,131	\$ 5,261
Annual:	\$ 46,032	\$ 58,572	\$ 60,048	\$ 61,572	\$ 63,132
Effective Hourly Rate:	\$ 13.8818	\$ 17.6634	\$ 18.1086	\$ 18.5682	\$ 19.0386

Jolene Gibson Pay Analysis
2,928 Hours Per Year

<u>Dates (1)</u>	<u>Expected Straight Hours (2)</u>	<u>Expected Normal OT Hours (3)</u>	<u>Actual Addl OT (4)</u>	<u>Total Hours Converted to Straight Time (5)</u>	<u>Effective Hourly Rate (6)</u>	<u>Total Expected Pay</u>	<u>vs. Actual Pay (7)</u>	<u>= Overpayment</u>
4/1/2000 - 11/30/2000 Totals	1386.667	565.333	0.000	2,234.667	\$ 9.0251	\$ 20,168.00	\$ 24,821.36	\$ (4,653.36)
3/1/2001 - 12/31/2001 Totals	1733.333	706.667	426.000	3,432.333	\$ 11.4845	\$ 39,418.59	\$ 42,602.15	\$ (3,183.56)
1/1/2002 - 12/31/2002 Totals	2080.000	848.000	285.500	3,780.250	\$ 12.9600	\$ 48,992.13	\$ 50,216.66	\$ (1,224.53)
1/1/2003 - 7/31/2003 Totals	1213.333	494.667	163.500	2,200.583	\$ 13.3425	\$ 29,361.24	\$ 31,187.32	\$ (1,826.07)

1. 4/1/00 Ms. Gibson finished training and began 24-hour schedule. Begins 12-hour shift schedule 12/1/00. 12-hour shift schedule terminates 3/31/04. Commences 24-hour schedule again.

2. Based on 2,080 hours per year.

3. Based on 848 overtime hours per year.

4. Based on actual overtime hours worked during period per Hours History Detail.

5. Based on expected straight hours, expected normal overtime hours x 1.5, and actual additional overtime hours x 1.5.

6. Based on effective rates calculated from City of Stockton Wage Schedules. Step 2 from 4/1/00 - 12/31/01, Step 3 from 1/1/02 to 1/31/02, and Step 4 from 1/1/03 - 7/31/03.

7. Based on Total Pay for period per Hours History Detail.

Jolene Gibson Pay Analysis

2,904 Hours Per Year

<u>Dates (1)</u>	<u>Expected Straight Hours (2)</u>	<u>Expected Normal OT Hours (3)</u>	<u>Actual Addl OT (4)</u>	<u>Total Hours Converted to Straight Time (5)</u>	<u>Effective Hourly Rate (6)</u>	<u>Total Expected Pay</u>	<u>vs. Actual Pay (7)</u>	<u>= Overpayment</u>
4/1/2000 - 11/30/2000 Totals	1386.667	549.333	0.000	2,210.667	\$ 9.1230	\$ 20,168.00	\$ 24,821.36	\$ (4,653.36)
3/1/2001 - 12/31/2001 Totals	1733.333	686.667	426.000	3,402.333	\$ 11.6092	\$ 39,498.26	\$ 42,602.15	\$ (3,103.89)
1/1/2002 - 12/31/2002 Totals	2080.000	824.000	285.500	3,744.250	\$ 13.1007	\$ 49,052.38	\$ 50,216.66	\$ (1,164.27)
1/1/2003 - 7/31/2003 Totals	1213.333	480.667	163.500	2,179.583	\$ 13.4873	\$ 29,396.77	\$ 31,187.32	\$ (1,790.55)

1 - 4/1/00 Ms. Gibson finished training and began 24-hour schedule. Begins 12-hour shift schedule 12/1/00. 12-hour shift schedule terminates 3/31/04. Commences 24-hour schedule again.

2 - Based on 2,080 hours per year.

3 - Based on 824 overtime hours per year.

4 - Based on actual overtime hours worked during period per Hours History Detail.

5 - Based on expected straight hours, expected normal overtime hours x 1.5, and actual additional overtime hours x 1.5.

6 - Based on effective rates calculated from City of Stockton Wage Schedules. Step 2 from 4/1/00 - 12/31/01, Step 3 from 1/1/02 to 1/31/02, and Step 4 from 1/1/03 - 7/31/03.

7 - Based on Total Pay for period per Hours History Detail.

Hours History Detail: Gibson, Jolene:

Hours											Amount	
Date Period Ending	Regular Hours - Salaried*	OT - Overtime	F Annual & Holiday Leave (Use)*	F Sick/ Funeral Leave*	Comp Used*	Paydown - Comp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	TOTAL	TOTAL	
7/31/2003	120.000									0.000	\$ 21.52	
7/26/2003		24.000								120.000	\$ 1,936.98	
7/24/2003		14.000								24.000	\$ 581.04	
7/20/2003		12.500								14.000	\$ 338.94	
7/15/2003										12.500	\$ 302.63	
7/15/2003	96.000									0.000	\$ 21.52	
7/15/2003		14.000								96.000	\$ 1,549.58	
7/10/2003		10.000								14.000	\$ 338.94	
7/8/2003		14.000								10.000	\$ 242.10	
7/3/2003				24.000						24.000	\$ 387.40	
7/1/2003		14.000								14.000	\$ 338.94	
6/30/2003										0.000	\$ 21.52	
6/25/2003	120.000									120.000	\$ 1,936.98	
6/22/2003		14.000								14.000	\$ 338.94	
6/18/2003		10.000								10.000	\$ 242.10	
6/15/2003		14.000								14.000	\$ 338.94	
6/15/2003	76.000									0.000	\$ 21.51	
6/14/2003					10.000					76.000	\$ 1,226.75	
6/8/2003					10.000					10.000	\$ 161.42	
6/1/2003					24.000					24.000	\$ 387.40	
5/31/2003										0.000	\$ 21.51	
5/31/2003	72.000									72.000	\$ 1,162.19	
5/21/2003					24.000					24.000	\$ 387.40	
5/19/2003					24.000					0.000	\$ 21.51	
5/15/2003	48.000									48.000	\$ 774.79	
5/14/2003			24.000							24.000	\$ 387.40	
5/12/2003			24.000							24.000	\$ 387.40	
5/10/2003			24.000							24.000	\$ 387.40	
5/4/2003		14.000								14.000	\$ 338.94	
4/30/2003										0.000	\$ 21.52	
4/30/2003	120.000									120.000	\$ 1,936.98	
4/30/2003		9.000								9.000	\$ 217.89	
4/23/2003										14.000	\$ 338.94	
4/18/2003										14.000	\$ 338.94	
4/15/2003										0.000	\$ 21.52	
4/15/2003	120.000									120.000	\$ 1,936.98	
4/10/2003										14.000	\$ 338.94	
4/2/2003										0.000	\$ 21.52	
3/31/2003										14.000	\$ 338.94	
3/31/2003	120.000									0.000	\$ (365.86)	
3/17/2003				24.000						120.000	\$ 1,936.98	
3/15/2003										24.000	\$ 387.40	
3/15/2003	120.000									0.000	\$ 21.52	
3/11/2003										120.000	\$ 1,936.98	
2/28/2003										10.000	\$ 242.10	
2/28/2003	96.000									96.000	\$ 1,549.58	
2/16/2003										14.000	\$ 338.94	
2/15/2003										0.000	\$ 21.52	
2/15/2003	96.000									96.000	\$ 1,549.58	
2/13/2003				24.000						24.000	\$ 387.40	
1/31/2003										0.000	\$ 20.48	
1/31/2003	96.000									96.000	\$ 1,474.42	
1/17/2003			24.000							24.000	\$ 368.60	
1/15/2003										0.000	\$ 20.49	
1/15/2003	48.000		24.000							24.000	\$ 368.60	
1/8/2003					24.000					24.000	\$ 368.60	
1/5/2003										0.000	\$ (399.53)	
12/31/2002			24.000							24.000	\$ 368.60	
12/31/2002	144.000									144.000	\$ 2,157.03	

Hours History Detail: Gibson, Jolene:

Date Period Ending	Regular Hours - Salaried*	OT - Overtime	F Annual & Holiday Leave (Usr)*	F Sick/ Funeral Leave*	Comp Used*	Hours Paydown - Comp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	TOTAL	Amount TOTAL
12/22/2002		14.000								14.000	\$ 314.58
12/15/2002										0.000	\$ 19.97
12/15/2002	120.000									120.000	\$ 1,797.53
12/15/2002		10.000								10.000	\$ 224.70
12/15/2002						24.000				24.000	\$ 359.52
12/07/2002		14.000								14.000	\$ 314.58
11/30/2002										0.000	\$ 19.97
11/30/2002	106.000									106.000	\$ 1,587.82
11/24/2002		16.000								16.000	\$ 359.52
11/19/2002										4.000	\$ 87.90
11/19/2002			14.000							14.000	\$ 314.58
11/15/2002										0.000	\$ 19.97
11/15/2002	96.000									96.000	\$ 1,438.02
11/12/2002										14.000	\$ 314.58
11/09/2002				24.000						24.000	\$ 359.51
11/06/2002										14.000	\$ 314.58
10/31/2002										0.000	\$ (339.53)
10/31/2002	126.000									126.000	\$ 1,897.40
10/29/2002			4.000							4.000	\$ 59.92
10/26/2002		14.000								14.000	\$ 314.58
10/26/2002			14.000							14.000	\$ 299.71
10/15/2002										0.000	\$ 19.97
10/15/2002	120.000									120.000	\$ 1,797.53
10/12/2002		1.500								1.500	\$ 33.71
9/30/2002										0.000	\$ 19.97
9/30/2002	120.000									120.000	\$ 1,797.53
9/29/2002		24.000								24.000	\$ 359.51
9/27/2002		14.000								14.000	\$ 314.58
9/24/2002		2.750								2.750	\$ 61.79
9/22/2002		10.000								10.000	\$ 224.70
9/15/2002										0.000	\$ 19.97
9/15/2002	96.000									96.000	\$ 1,438.02
9/14/2002			24.000							24.000	\$ 359.51
9/12/2002		14.000								14.000	\$ 314.58
9/12/2002		10.000								10.000	\$ 224.70
8/31/2002										0.000	\$ 19.97
8/31/2002	96.000			24.000						96.000	\$ 1,438.02
8/28/2002										24.000	\$ 359.51
8/21/2002		14.000								14.000	\$ 314.58
8/15/2002										0.000	\$ 19.97
8/15/2002	96.000									96.000	\$ 1,438.02
8/7/2002		14.000								14.000	\$ 314.58
8/4/2002			11.250							11.250	\$ 168.52
8/4/2002					12.750					12.750	\$ 190.99
7/31/2002										0.000	\$ 19.97
7/31/2002	120.000									120.000	\$ 1,797.53
7/22/2002		14.000								14.000	\$ 314.58
7/20/2002		12.000								12.000	\$ 269.64
7/20/2002		2.000								2.000	\$ 44.94
7/15/2002										0.000	\$ 19.97
7/15/2002	120.000									120.000	\$ 1,797.53
7/15/2002		14.000								14.000	\$ 314.58
6/30/2002										0.000	\$ 19.97
6/30/2002	120.000									120.000	\$ 1,797.53
6/18/2002		3.000								3.000	\$ 67.41
6/17/2002		14.000								14.000	\$ 314.58
6/15/2002										0.000	\$ 19.97
6/15/2002	120.000									120.000	\$ 1,797.53
5/31/2002										0.000	\$ 19.97
5/31/2002	120.000									120.000	\$ 1,797.53
5/22/2002		14.000								14.000	\$ 314.58
5/15/2002										0.000	\$ 19.97
5/15/2002	120.000									120.000	\$ 1,797.53

Hours History Detail: Gibson, Jolene:

Date Period Ending	Regular Hours - Salaried*	OT - Overtime	F Annual & Holiday Leave (Use)	F Sick/ Funeral Leave*	Comp Used*	Paydown - Comp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	TOTAL	Amount
5/9/2002		4.500								4.500	\$ 101.12
5/2/2002		14.000								14.000	\$ 314.58
4/30/2002										0.000	\$ 19.97
4/30/2002	96.000									96.000	\$ 1,438.02
4/18/2002					24.000					24.000	\$ 359.51
4/12/2002										0.000	\$ 19.96
4/12/2002										24.000	\$ 359.51
4/11/2002										24.000	\$ 359.51
4/9/2002										24.000	\$ 359.51
4/4/2002										24.000	\$ 359.51
4/2/2002					24.000					24.000	\$ 359.51
3/31/2002	120.000									120.000	\$ 1,797.53
3/31/2002		5.750								5.750	\$ 129.20
3/18/2002										24.000	\$ 359.51
3/15/2002	120.000									120.000	\$ 1,797.53
3/15/2002		2.000								2.000	\$ 44.94
2/28/2002	120.000									120.000	\$ 1,797.53
2/15/2002	120.000									120.000	\$ 1,797.53
2/15/2002		14.000								14.000	\$ 314.58
1/31/2002	72.000									72.000	\$ 1,025.70
1/22/2002				24.000						24.000	\$ 341.90
1/15/2002										0.000	\$ 18.99
1/6/2002	106.000									106.000	\$ 1,510.07
1/4/2002				14.000						14.000	\$ 199.44
12/31/2001										0.000	\$ 18.53
12/31/2001	120.000									120.000	\$ 1,667.47
12/18/2001		14.000								14.000	\$ 291.90
12/15/2001	120.000									120.000	\$ 1,667.47
12/9/2001		10.000								10.000	\$ 208.50
12/7/2001		14.000								14.000	\$ 291.90
12/3/2001		14.000								14.000	\$ 291.90
11/30/2001	120.000									120.000	\$ 1,667.47
11/30/2001										0.000	\$ 18.53
11/15/2001	120.000									120.000	\$ 1,667.47
11/13/2001		10.000								10.000	\$ 208.50
11/3/2001		24.000								24.000	\$ 500.40
11/3/2001		14.000								14.000	\$ 291.90
10/31/2001										0.000	\$ 18.53
10/31/2001	96.000									96.000	\$ 1,333.98
10/29/2001				24.000						24.000	\$ 333.49
10/15/2001										0.000	\$ 18.53
10/15/2001	120.000									120.000	\$ 1,667.47
10/14/2001		14.000								14.000	\$ 291.90
10/10/2001		14.000								14.000	\$ 291.90
10/5/2001		10.000								10.000	\$ 208.50
9/30/2001										0.000	\$ 18.53
9/30/2001	120.000									120.000	\$ 1,667.47
9/22/2001		10.000								10.000	\$ 208.50
9/15/2001										0.000	\$ 18.53
9/15/2001	101.500									101.500	\$ 1,410.40
9/15/2001		8.000								8.000	\$ 166.80
9/13/2001		14.500								14.500	\$ 302.33

Hours History Detail: Gibson, Jolene:

Date Period Ending	Hours										Amount
	Regular Hours - Salaried*	OT - Overtime	F Annual & Holiday Leave (Use)*	F Sick/ Funeral Leave*	Camp Used*	Paydown - Camp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	TOTAL	TOTAL
9/7/2001				15.500						15.500	\$ 215.38
9/5/2001			3.000							3.000	\$ 41.69
9/3/2001										-12.000	\$ -
9/3/2001										12.000	\$ -
9/3/2001		12.000								12.000	\$ 250.20
8/31/2001										0.000	\$ (314.97)
8/31/2001	144.000									144.000	\$ 2,000.97
8/31/2001		4.000								4.000	\$ 83.40
8/21/2001		12.000								12.000	\$ 250.20
8/15/2001	108.000									0.000	\$ 18.53
8/15/2001										0.000	\$ 18.53
8/13/2001			12.000							108.000	\$ 1,500.72
8/12/2001		24.000								12.000	\$ 166.75
8/10/2001		14.000								24.000	\$ 500.40
7/31/2001										14.000	\$ 291.90
7/31/2001				24.000						0.000	\$ 18.53
7/31/2001	96.000									24.000	\$ 333.49
7/15/2001										96.000	\$ 1,333.98
7/15/2001										0.000	\$ 18.53
7/15/2001	120.000									120.000	\$ 1,667.47
7/11/2001		12.000								12.000	\$ 250.20
7/9/2001		1.000								1.000	\$ 20.85
6/30/2001										0.000	\$ 18.53
6/30/2001	120.000									120.000	\$ 1,667.47
6/30/2001		12.000								12.000	\$ 250.20
6/19/2001		8.500								8.500	\$ 177.23
6/15/2001										0.000	\$ 18.53
6/10/2001	106.000									106.000	\$ 1,472.93
6/7/2001		12.000		14.000						12.000	\$ 250.20
6/1/2001										10.000	\$ 194.54
5/31/2001		10.000								14.000	\$ 314.97
5/31/2001	144.000									0.000	\$ (314.97)
5/30/2001		14.000								14.000	\$ 2,000.97
5/23/2001		10.000								10.000	\$ 291.90
5/19/2001		10.000								10.000	\$ 208.50
5/16/2001		10.000								10.000	\$ 208.50
5/15/2001										0.000	\$ 18.53
5/15/2001	120.000									120.000	\$ 1,667.47
5/7/2001		14.000								14.000	\$ 291.90
4/30/2001										0.000	\$ 18.53
4/30/2001	24.000									24.000	\$ 333.49
4/25/2001			24.000							24.000	\$ 333.49
4/23/2001			24.000							24.000	\$ 333.49
4/18/2001			24.000							24.000	\$ 333.49
4/16/2001			24.000							24.000	\$ 333.49
4/15/2001										0.000	\$ 18.53
4/15/2001	120.000									120.000	\$ 1,667.47
4/8/2001		14.000								14.000	\$ 291.90
4/1/2001		10.000								10.000	\$ 208.50
3/31/2001										0.000	\$ 18.53
3/31/2001	120.000									120.000	\$ 1,667.47
3/24/2001		14.000								14.000	\$ 291.90
3/19/2001		14.000								14.000	\$ 291.90
3/15/2001										0.000	\$ 18.53
3/15/2001	120.000									120.000	\$ 1,667.47
3/8/2001		14.000								14.000	\$ 291.90
2/28/2001										0.000	\$ 352.02
2/28/2001	82.750									82.750	\$ 1,149.86
2/15/2001				13.250						13.250	\$ 184.12
2/15/2001										0.000	\$ 18.53
2/15/2001	96.000									96.000	\$ 1,333.98
2/9/2001				24.000						24.000	\$ 333.49
2/9/2001		14.000								14.000	\$ 291.90

Hours History Detail: Gibson, Jolene

Date Period Ending	Regular Hours - Salaried*	OT - Overtime	F Annual & Holiday Leave (Use)*	F Sick/ Funeral Leave*	Comp Used*	Paydown - Comp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	TOTAL	Amount
2/1/2001		14.000								14.000 \$	291.90
1/31/2001										0.000 \$	(135.72)
1/23/2001	94.000									94.000 \$	1,739.72
1/19/2001		6.000								6.000 \$	166.59
1/18/2001		4.000								4.000 \$	111.06
1/17/2001		14.000								14.000 \$	386.71
1/15/2001		10.000								10.000 \$	277.65
1/15/2001										0.000 \$	616.82
1/15/2001										0.000 \$	(616.82)
1/15/2001	88.000									0.000 \$	(24.69)
1/15/2001	-88.000									88.000 \$	1,628.68
1/15/2001	-88.000									-88.000 \$	(1,628.68)
1/5/2001	88.000									88.000 \$	1,628.68
1/5/2001		4.000								4.000 \$	111.06
1/5/2001		4.000								-4.000 \$	(111.06)
1/4/2001		10.000								10.000 \$	277.65
1/4/2001		-10.000								-10.000 \$	(277.65)
1/4/2001		10.000								10.000 \$	277.65
12/31/2000										0.000 \$	119.95
12/29/2000	80.000									80.000 \$	1,439.54
12/22/2000		24.000								24.000 \$	647.64
12/15/2000		4.000								4.000 \$	107.94
12/15/2000	88.000									0.000 \$	(23.99)
12/15/2000		6.500								88.000 \$	1,583.49
12/10/2000		4.000								6.500 \$	175.40
11/30/2000										4.000 \$	107.94
11/30/2000										0.000 \$	17.15
11/30/2000										0.000 \$	412.13
11/30/2000										0.000 \$	(412.13)
11/27/2000							24.000			24.000 \$	308.47
11/24/2000							24.000			24.000 \$	308.47
11/21/2000							24.000			24.000 \$	308.47
11/18/2000							24.000			24.000 \$	308.47
11/15/2000										0.000 \$	13.86
11/15/2000										0.000 \$	65.94
11/15/2000	120.000									120.000 \$	1,246.64
11/15/2000										0.000 \$	299.00
11/15/2000										0.000 \$	(299.00)
11/15/2000										0.000 \$	299.00
10/31/2000										0.000 \$	13.86
10/31/2000										0.000 \$	65.94
10/31/2000										0.000 \$	230.79
10/31/2000										96.000 \$	997.32
10/28/2000	96.000									4.500 \$	46.75
10/28/2000			4.500							19.500 \$	202.68
10/15/2000				19.500						0.000 \$	13.86
10/15/2000										0.000 \$	412.13
10/15/2000										120.000 \$	1,246.64
9/30/2000	120.000									0.000 \$	13.86
9/30/2000										0.000 \$	412.13
9/30/2000										110.500 \$	1,147.95
9/29/2000	110.500									9.500 \$	98.69
9/15/2000				9.500						0.000 \$	13.86
9/15/2000										0.000 \$	65.94
9/15/2000	120.000									120.000 \$	1,246.64
8/31/2000										0.000 \$	(235.48)
8/31/2000	96.000									96.000 \$	997.32
8/27/2000										24.000 \$	249.33
8/24/2000										24.000 \$	249.33
8/15/2000										0.000 \$	13.86
8/15/2000				24.000						24.000 \$	249.33

Hours History Detail: Gibson, Jolene:

Date Period Ending	Hours									Amount	
	Regular Hours - Salaried*	OT - Overtime	F Annual & Holiday Leave (Use)*	F Sick/ Funeral Leave*	Comp Used*	Paydown - Comp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	TOTAL	TOTAL
8/15/2000										0.000	\$ 412.13
8/15/2000	96.000									96.000	\$ 997.32
7/31/2000										0.000	\$ 13.85
7/31/2000										0.000	\$ 412.13
7/31/2000	48.000									48.000	\$ 498.66
7/22/2000							24.000			24.000	\$ 249.33
7/19/2000							24.000			24.000	\$ 249.33
7/16/2000							24.000			24.000	\$ 249.33
7/15/2000										0.000	\$ 13.85
7/15/2000										0.000	\$ 445.10
7/15/2000	72.000									0.000	\$ 19.23
7/13/2000							24.000			24.000	\$ 249.33
7/10/2000							24.000			24.000	\$ 249.33
6/30/2000										0.000	\$ 13.86
6/30/2000										0.000	\$ 112.65
6/30/2000	117.500									117.500	\$ 1,220.67
6/22/2000				2.500						2.500	\$ 25.97
6/15/2000										0.000	\$ 13.85
6/15/2000	96.000									0.000	\$ 65.94
6/4/2000				24.000						24.000	\$ 249.33
5/31/2000										0.000	\$ 13.86
5/31/2000										0.000	\$ 412.13
5/31/2000	120.000									120.000	\$ 1,246.64
5/15/2000										0.000	\$ 13.86
5/15/2000										0.000	\$ 412.13
5/15/2000	120.000									120.000	\$ 1,246.64
4/30/2000										0.000	\$ 13.86
4/30/2000										0.000	\$ 13.86
4/30/2000	120.000									120.000	\$ 1,246.64
4/15/2000										0.000	\$ 13.86
4/15/2000										0.000	\$ 445.10
4/15/2000	120.000									120.000	\$ 1,246.64
3/31/2000										0.000	\$ 263.18
3/31/2000										0.000	\$ 395.64
3/31/2000	88.000						914.21			88.000	\$ 914.21
3/31/2000			8.000							8.000	\$ 83.11
3/15/2000										0.000	\$ 429.40
3/15/2000	80.000									80.000	\$ 831.10
2/29/2000										0.000	\$ 311.18
2/29/2000	90.000									90.000	\$ 893.82
2/15/2000										0.000	\$ 311.18
2/15/2000	90.000									90.000	\$ 893.82
4/1/2000 - 11/30/2000 Totals	1,572.000	0.000	4.500	127.500	0.000	0.000	240.000	0.000	0.000	1,944.000	24,821.359
3/1/2001 - 12/31/2001 Totals	2,259.500	426.000	125.000	63.500	0.000	0.000	0.000	0.000	0.000	2,874.000	42,602.149
1/1/2002 - 12/31/2002 Totals	2,584.000	285.500	177.250	96.000	60.750	24.000	0.000	0.000	0.000	3,310.000	50,216.658
1/1/2003 - 7/31/2003 Totals	1,348.000	163.500	144.000	72.000	116.000	0.000	0.000	0.000	0.000	1,923.500	31,187.315

Lorie Weiss Pay Analysis

2,928 Hours Per Year

<u>Dates (1)</u>	<u>Expected Straight Hours (2)</u>	<u>Expected Normal OT Hours (3)</u>	<u>Actual Addl OT (4)</u>	<u>Total Hours Converted to Straight Time (5)</u>	<u>Effective Hourly Rate (6)</u>	<u>Total Expected Pay</u>	vs.	<u>Actual Pay (7)</u>	=	<u>Overpayment</u>
1/1/2000 - 12/31/2000 Totals	2080.000	848.000	994.347	4,843.521	\$ 11.5883	\$ 56,128.20		\$ 56,252.87		\$ (124.68)
1/1/2001 - 12/31/2001 Totals	2080.000	848.000	430.000	3,997.000	\$ 14.7422	\$ 58,924.75		\$ 61,533.76		\$ (2,609.02)
1/1/2002 - 12/31/2002 Totals	2080.000	848.000	226.000	3,691.000	\$ 15.1146	\$ 55,787.84		\$ 59,954.84		\$ (4,167.00)
1/1/2003 - 7/31/2003 Totals	1213.333	494.667	212.500	2,274.083	\$ 15.4976	\$ 35,242.86		\$ 37,339.37		\$ (2,096.51)

1 - For annual periods 1/1/00 to 7/31/03.

2 - Based on 2,080 hours per year.

3 - Based on 848 overtime hours per year.

4 - Based on actual overtime hours worked during period per Hours History Detail.

5 - Based on expected straight hours, expected normal overtime hours x 1.5, and actual additional overtime hours x 1.5.

6 - Based on effective Step 6 rates calculated from City of Stockton Wage Schedules.

7 - Based on Total Pay for period per Hours History Detail.

Lorie Weiss Pay Analysis
2,904 Hours Per Year

<u>Dates (1)</u>	<u>Expected Straight Hours (2)</u>	<u>Expected Normal OT Hours (3)</u>	<u>Actual Addl OT (4)</u>	<u>Total Hours Converted to Straight Time (5)</u>	<u>Effective Hourly Rate (6)</u>	<u>Total Expected Pay</u>	<u>vs.</u>	<u>Actual Pay (7)</u>	<u>=</u>	<u>Overpayment</u>
1/1/2000 - 12/31/2000 Totals	2080.000	824.000	994.347	4,807.521	\$ 11.7141	\$ 56,315.84		\$ 56,252.87		\$ 62.97
1/1/2001 - 12/31/2001 Totals	2080.000	824.000	430.000	3,961.000	\$ 14.9023	\$ 59,027.98		\$ 61,533.76		\$ (2,505.79)
1/1/2002 - 12/31/2002 Totals	2080.000	824.000	226.000	3,656.000	\$ 15.2786	\$ 55,843.46		\$ 59,954.84		\$ (4,111.37)
1/1/2003 - 7/31/2003 Totals	1213.333	480.667	212.500	2,253.083	\$ 15.6659	\$ 35,296.49		\$ 37,339.37		\$ (2,042.88)

- 1 - For annual periods 1/1/00 to 7/31/03.
- 2 - Based on 2,080 hours per year.
- 3 - Based on 824 overtime hours per year.
- 4 - Based on actual overtime hours worked during period per Hours History Detail.
- 5 - Based on expected straight hours, expected normal overtime hours x 1.5, and actual additional overtime hours x 1.5.
- 6 - Based on effective Step 6 rates calculated from City of Stockton Wage Schedules.
- 7 - Based on Total Pay for period per Hours History Detail.

Hours History Detail: Weiss, Lorie

Date Period Ending	Regular Hours - Salaried*	Overtime & F Total Overtime	OT and Temp Upgrade - Overtime	F Annual Leave (Use)*	F Sick/ Funeral Leave*	Comp Used*	Paydown - Comp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	TOTAL	Amount
7/31/2003	120.000										0.000 \$	23.78
7/31/2003		10.000									120.000 \$	2,140.72
7/26/2003											10.000 \$	274.20
7/16/2003		14.000							24.000		24.000 \$	56.64
7/15/2003	96.000										14.000 \$	383.88
7/15/2003											0.000 \$	23.79
7/15/2003						24.000					96.000 \$	1,712.57
7/9/2003											24.000 \$	428.14
7/5/2003			14.000								14.000 \$	422.31
7/5/2003											7.000 \$	-
7/3/2003		7.000									7.000 \$	191.94
7/1/2003		14.000									14.000 \$	383.88
6/30/2003									24.000		24.000 \$	22.08
6/30/2003	120.000										0.000 \$	23.78
6/29/2003											120.000 \$	2,140.72
6/29/2003									24.000		24.000 \$	22.08
6/26/2003		14.000									14.000 \$	383.88
6/22/2003									24.000		24.000 \$	43.92
6/15/2003											0.000 \$	23.78
6/15/2003	120.000										120.000 \$	2,140.72
6/14/2003											7.000 \$	-
6/14/2003		7.000									7.000 \$	191.94
6/3/2003		14.000									14.000 \$	383.88
6/1/2003		14.000									14.000 \$	383.88
5/31/2003											0.000 \$	23.79
5/31/2003	110.000										110.000 \$	1,962.32
5/25/2003		14.000									14.000 \$	383.88
5/17/2003					10.000						10.000 \$	178.39
5/15/2003											0.000 \$	23.79
5/15/2003					24.000						24.000 \$	428.14
5/12/2003	96.000										96.000 \$	1,712.57
5/12/2003		14.000									14.000 \$	383.88
5/5/2003		16.500									16.500 \$	452.43
5/4/2003									24.000		24.000 \$	30.96
4/30/2003											0.000 \$	23.78
4/30/2003	106.000										106.000 \$	1,890.97
4/26/2003											12.000 \$	-
4/26/2003		12.000							14.000		12.000 \$	329.04
4/23/2003											14.000 \$	18.06
4/20/2003											7.000 \$	-
4/20/2003		7.000									7.000 \$	191.94
4/18/2003						14.000					14.000 \$	249.75
4/15/2003											0.000 \$	23.78
4/15/2003	120.000										120.000 \$	2,140.72
4/12/2003											7.000 \$	-
4/12/2003		7.000									7.000 \$	191.94
4/9/2003									24.000		24.000 \$	30.96
4/2/2003									24.000		24.000 \$	21.84
3/31/2003											0.000 \$	(404.36)
3/31/2003	144.000										144.000 \$	2,568.86
3/31/2003											24.000 \$	21.84
3/31/2003									24.000		24.000 \$	21.84
3/30/2003											7.000 \$	-
3/30/2003		7.000									7.000 \$	191.94
3/29/2003									24.000		24.000 \$	21.84
3/22/2003									24.000		24.000 \$	21.84
3/20/2003									24.000		24.000 \$	21.84
3/15/2003											0.000 \$	23.78
3/15/2003	120.000										120.000 \$	2,140.72
3/15/2003									24.000		24.000 \$	21.84
3/14/2003											7.000 \$	-
3/14/2003		7.000									7.000 \$	191.94
3/13/2003									24.000		24.000 \$	21.84
3/11/2003									24.000		24.000 \$	21.84
3/6/2003									24.000		24.000 \$	21.84

Hours History Detail: Weiss, Lorie

Date Period Ending	Regular Hours - Salaried*	Overtime & F Total Overtime	OT and Temp Upgrade - Overtime	F Annual Leave (Use)*	F Sick/ Funeral Leave*	Comp Used*	Hours				TOTAL	TOTAL
							Paydown - Comp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*		
3/4/2003									24.000		24.000	\$ 21.84
3/2/2003									24.000		24.000	\$ 21.84
2/28/2003											0.000	\$ 451.93
2/28/2003	56.000										96.000	\$ 1,712.57
2/23/2003									24.000		24.000	\$ 21.84
2/21/2003									24.000		24.000	\$ 21.84
2/20/2003									24.000		24.000	\$ 21.84
2/16/2003		14.000							24.000		24.000	\$ 383.88
2/15/2003											0.000	\$ 30.96
2/15/2003	110.000										110.000	\$ 1,962.32
2/14/2003						10.000			24.000		10.000	\$ 173.39
2/7/2003									24.000		24.000	\$ 21.84
2/3/2003									24.000		24.000	\$ 30.96
1/31/2003											0.000	\$ 23.78
1/31/2003	120.000								24.000		120.000	\$ 2,140.72
1/29/2003									24.000		24.000	\$ 30.96
1/27/2003									24.000		24.000	\$ 21.84
1/25/2003									24.000		24.000	\$ 30.96
1/20/2003									16.000		16.000	\$ 14.56
1/18/2003									16.000		16.000	\$ 14.56
1/17/2003		13.000							14.000		13.000	\$ 356.46
1/16/2003											14.000	\$ 12.74
1/15/2003											0.000	\$ 23.78
1/15/2003	120.000										120.000	\$ 2,140.72
1/15/2003		7.000									7.000	\$ 191.94
1/9/2003									10.000		10.000	\$ 12.90
1/9/2003									14.000		14.000	\$ 12.74
1/7/2003									24.000		24.000	\$ 21.84
12/31/2002											0.000	\$ (394.36)
12/31/2002	120.000								10.000		120.000	\$ 2,087.80
12/24/2002											10.000	\$ 12.60
12/23/2002				24.000							24.000	\$ 417.56
12/15/2002											0.000	\$ 23.21
12/15/2002	38.000										38.000	\$ 661.14
12/13/2002				24.000							24.000	\$ 417.56
12/11/2002				10.000							10.000	\$ 173.98
12/6/2002				24.000							24.000	\$ 417.56
12/2/2002				24.000							24.000	\$ 417.56
11/30/2002											0.000	\$ 23.21
11/30/2002	110.000		10.000								110.000	\$ 1,913.81
11/28/2002											10.000	\$ 173.98
11/28/2002						10.000					10.000	\$ 173.98
11/24/2002		8.000									8.000	\$ 214.08
11/17/2002				9.250							9.250	\$ 258.91
11/15/2002											0.000	\$ 23.21
11/15/2002	110.000										110.000	\$ 1,913.81
11/10/2002											2.000	\$ 5.18
11/10/2002		12.000									12.000	\$ 321.12
11/9/2002									10.000		10.000	\$ 12.60
11/5/2002						10.000					10.000	\$ 173.98
10/31/2002											0.000	\$ (394.36)
10/31/2002	120.000										120.000	\$ 2,087.80
10/31/2002						24.000					24.000	\$ 417.56
10/28/2002											14.000	\$ 12.60
10/28/2002		10.000									10.000	\$ 267.60
10/20/2002									10.000		10.000	\$ 12.60
10/18/2002											0.000	\$ 23.21
10/15/2002											86.000	\$ 1,486.25
10/15/2002	86.000										24.000	\$ 417.56
10/13/2002											10.000	\$ 173.98
10/11/2002											10.000	\$ 173.98

Hours History Detail: Weiss, Lorie

Date Period Ending	Regular Hours - Salaried*	Overtime & F Total Overtime	OT and Temp Upgrade - Overtime	F Annual Leave (Used)	F Sick/ Funeral Leave*	Comp Used*	Paydown - Comp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	TOTAL	Amount
10/4/2002											24.000	\$ 30.24
9/30/2002									24.000		0.000	\$ 23.21
9/30/2002	74.000			14.000							14.000	\$ 243.58
9/30/2002						10.000					74.000	\$ 1,287.47
9/25/2002					22.000						10.000	\$ 173.98
9/24/2002											22.000	\$ 382.76
9/22/2002											14.000	\$ -
9/15/2002	86.000										0.000	\$ 23.21
9/14/2002									24.000		86.000	\$ 1,496.25
9/7/2002						10.000					24.000	\$ 30.24
9/4/2002		14.000							14.000		10.000	\$ 173.98
9/3/2002											14.000	\$ 17.64
8/31/2002						24.000					14.000	\$ 374.64
8/31/2002	120.000										0.000	\$ 23.20
8/29/2002		14.000							24.000		120.000	\$ 2,087.80
8/24/2002											24.000	\$ 30.24
8/15/2002											14.000	\$ 374.64
8/15/2002	96.000										0.000	\$ 23.20
8/12/2002											96.000	\$ 1,670.24
8/7/2002			14.000								10.000	\$ 391.86
8/4/2002					24.000						24.000	\$ 417.56
8/2/2002		14.000							24.000		10.000	\$ 374.64
8/1/2002			14.000								14.000	\$ 30.24
7/31/2002	106.000										14.000	\$ 391.86
7/31/2002											0.000	\$ 23.20
7/31/2002											106.000	\$ 1,844.22
7/31/2002											2.000	\$ -
7/29/2002						14.000					14.000	\$ 17.64
7/29/2002											14.000	\$ 243.58
7/27/2002			14.000						10.000		10.000	\$ 12.60
7/26/2002											14.000	\$ 401.10
7/24/2002									24.000		4.500	\$ -
7/15/2002											24.000	\$ 30.24
7/15/2002	96.000										0.000	\$ 23.20
7/13/2002									24.000		96.000	\$ 1,670.24
7/11/2002											24.000	\$ 30.24
7/10/2002		8.000							24.000		24.000	\$ 30.24
7/9/2002			10.000								8.000	\$ 214.08
7/8/2002		8.000									10.000	\$ 286.50
7/6/2002											8.000	\$ 214.08
7/6/2002								24.000			24.000	\$ 417.56
7/4/2002			24.000								24.000	\$ 887.60
7/3/2002									24.000		24.000	\$ 30.24
6/30/2002		15.000									15.000	\$ 401.40
6/30/2002	84.000										0.000	\$ (11.60)
6/27/2002						14.000					84.000	\$ 1,461.46
6/25/2002											14.000	\$ 243.58
6/24/2002		14.000							10.000		10.000	\$ 12.60
6/22/2002		14.000									14.000	\$ 374.64
6/18/2002					24.000						14.000	\$ 374.64
6/17/2002		10.000									24.000	\$ 417.56
6/16/2002									24.000		10.000	\$ 287.60
6/15/2002											24.000	\$ 30.24
6/15/2002											0.000	\$ 0.93
6/15/2002											0.000	\$ 22.04
6/15/2002	4.800										0.000	\$ 0.23
6/15/2002	114.000										4.800	\$ 83.51
6/15/2002											114.000	\$ 1,983.41
6/15/2002	1.200										1.200	\$ 20.88

Hours History Detail: Weiss, Lorie

Date Period Ending	Regular Hours - Salaried*	Hours		F Annual Leave (Used)*	F Sick/ Funeral Leave*	Comp Used*	Paydown - Comp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	Amount	
		Overtime & F Total Overtime	OT and Temp Upgrade - Overtime								TOTAL	TOTAL
6/13/2002		0.480									18.000 \$	
6/13/2002		11.400									0.480 \$	12.84
6/13/2002		0.120									11.400 \$	305.06
6/9/2002											0.120 \$	3.21
6/9/2002											0.960 \$	1.21
6/9/2002											22.800 \$	28.73
6/7/2002		0.560									0.240 \$	0.30
6/7/2002		13.300									0.560 \$	14.97
6/7/2002		0.140									13.300 \$	355.91
5/31/2002											0.140 \$	3.75
5/31/2002	96.000										0.000 \$	23.20
5/29/2002											96.000 \$	1,670.24
5/27/2002											9.000 \$	11.34
5/18/2002				24.000							24.000 \$	30.24
5/15/2002											24.000 \$	417.56
5/15/2002	48.000			24.000							0.000 \$	23.20
5/13/2002											48.000 \$	835.12
5/9/2002				24.000							24.000 \$	417.56
5/4/2002				24.000							24.000 \$	417.56
4/30/2002				24.000							0.000 \$	23.20
4/30/2002											24.000 \$	417.56
4/30/2002	53.000										24.000 \$	417.56
4/25/2002				14.000							63.000 \$	922.11
4/21/2002					24.000						14.000 \$	243.58
4/19/2002					5.000						24.000 \$	417.56
4/15/2002											5.000 \$	86.99
4/15/2002	86.000										0.000 \$	23.21
4/12/2002				14.000							86.000 \$	1,496.25
4/12/2002						10.000					14.000 \$	243.58
4/11/2002		7.000									10.000 \$	173.98
4/7/2002											10.500 \$	
4/3/2002											7.000 \$	187.32
3/31/2002						10.000					24.000 \$	30.24
3/31/2002	120.000										10.000 \$	173.98
3/29/2002											0.000 \$	23.20
3/15/2002											120.000 \$	2,087.80
3/15/2002	120.000								1.000		1.000 \$	1.26
3/5/2002		10.000									0.000 \$	23.20
2/28/2002											120.000 \$	2,087.80
2/28/2002	110.000										10.000 \$	267.60
2/28/2002						10.000					0.000 \$	23.21
2/15/2002											110.000 \$	1,913.81
2/15/2002	120.000										10.000 \$	173.98
2/14/2002											0.000 \$	23.20
1/31/2002											120.000 \$	2,087.80
1/31/2002	120.000										21.000 \$	
1/23/2002											0.000 \$	23.20
1/23/2002		14.000							24.000		120.000 \$	2,087.80
1/15/2002											24.000 \$	29.52
1/15/2002	106.000										14.000 \$	374.64
1/12/2002									24.000		0.000 \$	23.20
1/7/2002				14.000							106.000 \$	1,844.22
1/4/2002		14.000									24.000 \$	29.52
1/2/2002											14.000 \$	374.64
12/31/2001	86.000										14.000 \$	374.64
12/31/2001											0.000 \$	(384.66)
12/29/2001											86.000 \$	1,459.40
12/20/2001				10.000							10.000 \$	169.70
12/16/2001				24.000							24.000 \$	407.28
12/15/2001				24.000							24.000 \$	407.28
12/15/2001	48.000										0.000 \$	22.61
12/15/2001											48.000 \$	814.55

Hours History Detail: Wales, Lorie

Date Period Ending	Regular Hours - Salaried*	Overtime & F Total Overtime	OT and Temp Upgrade - Overtime	F Annual Leave (Use)*	F Sick/ Funeral Leave*	Comp Used*	Paydown - Comp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	Amount	
											TOTAL	TOTAL
12/11/2001				24.000							24.000	\$ 407.28
12/9/2001				24.000							24.000	\$ 407.28
12/7/2001				24.000							24.000	\$ 407.28
11/30/2001											0.000	\$ 22.62
11/30/2001	120.000										120.000	\$ 2,036.38
11/29/2001		4.000									4.000	\$ 101.82
11/24/2001		10.000									10.000	\$ 18.45
11/24/2001		14.000									14.000	\$ 356.37
11/24/2001		-10.000									-10.000	\$ (18.45)
11/24/2001			10.000								10.000	\$ 272.85
11/21/2001									10.000		10.000	\$ 12.30
11/19/2001									24.000		24.000	\$ 20.88
11/15/2001	82.000										82.000	\$ 1,391.52
11/14/2001									10.000		10.000	\$ 12.30
11/12/2001				7.500							7.500	\$ 127.27
11/12/2001						16.500					16.500	\$ 280.00
11/10/2001		10.000									10.000	\$ 254.55
11/10/2001		14.000									14.000	\$ 356.37
11/5/2001						14.000					14.000	\$ 237.58
11/5/2001									10.000		10.000	\$ 12.30
11/1/2001									10.000		10.000	\$ 12.30
10/31/2001											0.000	\$ (384.65)
10/31/2001	144.000										144.000	\$ 2,443.65
10/26/2001		14.000									14.000	\$ 356.37
10/24/2001		14.000							10.000		10.000	\$ 8.70
10/23/2001									13.000		13.000	\$ 11.31
10/15/2001											0.000	\$ 22.62
10/15/2001	120.000										120.000	\$ 2,036.38
10/15/2001		14.000									14.000	\$ 356.37
10/8/2001		14.000									14.000	\$ 20.88
10/7/2001									24.000		24.000	\$ 12.30
10/5/2001									10.000		10.000	\$ 12.30
10/1/2001		14.000									14.000	\$ 356.37
9/30/2001	65.000										65.000	\$ 1,103.04
9/30/2001									14.000		14.000	\$ 17.22
9/30/2001									1.500		1.500	\$ 1.31
9/29/2001		14.000									14.000	\$ 356.37
9/26/2001						7.000					7.000	\$ 118.79
9/19/2001											24.000	\$ 407.28
9/17/2001				24.000							24.000	\$ 407.28
9/15/2001	120.000										120.000	\$ 2,036.38
9/8/2001									24.000		24.000	\$ 29.52
9/4/2001		12.000									12.000	\$ 305.46
9/3/2001									14.000		14.000	\$ 17.22
9/2/2001		1.000							10.000		10.000	\$ 8.70
9/1/2001									12.000		12.000	\$ 25.46
9/1/2001									12.000		12.000	\$ 14.76
8/31/2001									12.000		12.000	\$ 10.44
8/31/2001	144.000										144.000	\$ (384.65)
8/30/2001									10.000		10.000	\$ 12.30
8/25/2001									14.000		14.000	\$ 12.18
8/25/2001									9.000		9.000	\$ 7.83
8/24/2001									15.000		15.000	\$ 18.45
8/23/2001									12.000		12.000	\$ 10.44
8/22/2001									12.000		12.000	\$ 14.76
8/21/2001		12.000							24.000		24.000	\$ 305.46
8/21/2001											24.000	\$ 29.52

Hours History Detail: Weiss, Lorle

Date Period Ending	Regular Hours - Salaried*	Hours				Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	TOTAL	Amount
		Overtime & F Total Overtime	OT and Temp Upgrade - Overtime	F Annual Leave (Use)*	F Sick/ Funeral Leave*	Comp Used*	Paydown - Comp			
8/20/2001		24.000							24.000 \$	610.92
8/15/2001	120.000								0.000 \$	22.62
8/15/2001		9.000							120.000 \$	2,036.38
8/13/2001									9.000 \$	229.10
8/12/2001									14.000 \$	20.88
8/8/2001		14.000							24.000 \$	356.37
8/5/2001		10.000							24.000 \$	20.88
8/3/2001									10.000 \$	254.55
7/31/2001	106.000								24.000 \$	20.88
7/29/2001						14.000			0.000 \$	(384.66)
7/27/2001									106.000 \$	1,796.80
7/20/2001							24.000		14.000 \$	237.56
7/17/2001		14.000			24.000				24.000 \$	407.28
7/15/2001	92.000								14.000 \$	382.20
7/14/2001		12.000							0.000 \$	22.62
7/13/2001									92.000 \$	1,561.22
7/10/2001		14.000							12.000 \$	327.60
7/9/2001									0.000 \$	-
7/2/2001						14.000			14.000 \$	382.20
6/30/2001						14.000			14.000 \$	237.56
6/30/2001	120.000								14.000 \$	237.56
6/28/2001		2.500							0.000 \$	22.62
6/24/2001		7.500							120.000 \$	2,036.38
6/23/2001									24.000 \$	29.52
6/19/2001		14.000							12.500 \$	15.38
6/16/2001	96.000								2.500 \$	63.64
6/15/2001									7.500 \$	190.91
6/12/2001									12.500 \$	15.38
6/12/2001					24.000				12.500 \$	15.38
6/12/2001									14.000 \$	356.37
6/12/2001									0.000 \$	22.62
6/12/2001									96.000 \$	1,629.10
6/12/2001									24.000 \$	407.28
6/12/2001									0.000 \$	22.62
6/12/2001									72.000 \$	1,221.83
5/27/2001	72.000			24.000					24.000 \$	407.28
5/25/2001		1.250		24.000					1.250 \$	31.02
5/23/2001									24.000 \$	407.28
5/15/2001	48.000								0.000 \$	22.61
5/14/2001				24.000					48.000 \$	814.55
5/7/2001				24.000					24.000 \$	407.28
5/6/2001				24.000					24.000 \$	407.28
4/30/2001									24.000 \$	407.28
4/30/2001	106.000								0.000 \$	22.62
4/30/2001									106.000 \$	1,796.80
4/28/2001				14.000					7.000 \$	8.09
4/27/2001		14.000							14.000 \$	237.56
4/26/2001									14.000 \$	356.37
4/25/2001							24.000		24.000 \$	20.88
4/20/2001		14.000							21.000 \$	356.37
4/18/2001		14.000							14.000 \$	356.37
4/15/2001									14.000 \$	356.37
4/15/2001	102.000								0.000 \$	22.62
4/10/2001									102.000 \$	1,730.92
4/8/2001					8.000				8.000 \$	135.76
4/6/2001		10.000							10.000 \$	169.70
4/3/2001									10.000 \$	254.55
3/31/2001							24.000		24.000 \$	20.88
3/31/2001	120.000								0.000 \$	22.62
3/26/2001									120.000 \$	2,036.38
									1.250 \$	-

Hours History Detail: Weiss, Lorie

Date Period Ending	Hours										Amount	
	Regular Hours - Salaried*	Overtime & F Total Overtime	OT and Temp Upgrade - Overtime	F Annual Leave (Use)*	F Sick/ Funeral Leave*	Comp Used*	Paydown - Comp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	TOTAL	TOTAL
3/23/2001									24.000		24.000	\$ 20.88
3/17/2001		15.000							15.000		15.000	\$ 409.50
3/15/2001											0.000	\$ 22.62
3/15/2001	110.000										110.000	\$ 1,866.68
3/8/2001		10.000									10.000	\$ 273.00
3/7/2001									24.000		24.000	\$ 20.88
3/5/2001									24.000		24.000	\$ 20.88
3/3/2001				10.000							10.000	\$ 199.70
2/28/2001											0.000	\$ 429.90
2/28/2001	96.000										96.000	\$ 1,629.10
2/27/2001		8.000									8.000	\$ 203.64
2/22/2001									24.000		24.000	\$ 29.52
2/15/2001									24.000		24.000	\$ 20.88
2/15/2001	120.000										120.000	\$ 2,036.38
2/14/2001		10.000							24.000		24.000	\$ 20.88
2/13/2001											10.000	\$ 267.60
2/9/2001									24.000		24.000	\$ 20.88
2/6/2001		7.750							24.000		24.000	\$ 20.88
1/31/2001				24.000							24.000	\$ 29.52
1/31/2001											0.000	\$ 22.62
1/31/2001	96.000										96.000	\$ 407.28
1/29/2001		10.000									10.000	\$ 1,829.10
1/23/2001		10.000									10.000	\$ 254.55
1/17/2001		10.000									10.000	\$ 254.55
1/15/2001											0.000	\$ 254.55
1/15/2001	120.000										120.000	\$ 2,036.38
1/12/2001		24.000									24.000	\$ 637.20
1/9/2001		7.750									7.750	\$ 197.28
12/31/2000											0.000	\$ 22.01
12/31/2000	120.000										120.000	\$ 1,980.49
12/27/2000		6.500									6.500	\$ 160.88
12/23/2000									24.000		24.000	\$ 28.80
12/17/2000									24.000		24.000	\$ 28.80
12/15/2000											0.000	\$ 22.01
12/15/2000	120.000										120.000	\$ 1,980.49
12/11/2000		7.000							24.000		24.000	\$ 73.44
12/8/2000											0.000	\$ 22.01
12/5/2000											0.000	\$ 574.76
11/30/2000											0.000	\$ (87.96)
11/30/2000											120.000	\$ 1,980.49
11/30/2000	120.000										24.000	\$ 26.40
11/29/2000									24.000		24.000	\$ 26.40
11/25/2000									24.000		24.000	\$ 26.40
11/23/2000									24.000		24.000	\$ 26.40
11/20/2000									24.000		24.000	\$ 26.40
11/17/2000											0.000	\$ 17.78
11/15/2000											0.000	\$ 486.80
11/15/2000	120.000										120.000	\$ 1,600.72
11/14/2000									24.000		24.000	\$ 26.40
10/31/2000											0.000	\$ (302.35)
10/31/2000											0.000	\$ 486.80
10/31/2000	72.000										72.000	\$ 960.43
10/30/2000									24.000		24.000	\$ 320.14
10/27/2000											24.000	\$ 320.14
10/24/2000											24.000	\$ 320.14
10/15/2000											0.000	\$ 17.80
10/15/2000	24.000										24.000	\$ 320.14
10/12/2000				24.000							24.000	\$ 320.14

Hours History Detail: Weiss, Lorie

Date Period Ending	Regular Hours - Salaried*	Overtime & F Total Overtime	OT and Temp Upgrade - Overtime	F Annual Leave (Used)*	F Sick/ Funeral Leave*	Comp Used*	Paydown - Comp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	TOTAL	Amount
10/9/2000				24.000							24.000	\$ 320.14
10/6/2000				24.000							24.000	\$ 320.14
10/3/2000				24.000							24.000	\$ 320.14
9/30/2000											0.000	\$ 17.79
9/30/2000	72.000										0.000	\$ 530.23
9/21/2000				24.000							72.000	\$ 960.43
9/18/2000				24.000							24.000	\$ 320.14
9/15/2000											24.000	\$ 320.14
9/15/2000											0.000	\$ 17.78
9/15/2000											0.000	\$ 530.78
9/15/2000											0.000	\$ 486.80
9/12/2000	120.000										120.000	\$ 1,600.72
9/9/2000									14.000		14.000	\$ 15.40
8/31/2000									24.000		24.000	\$ 26.40
8/31/2000											0.000	\$ (302.36)
8/31/2000	144.000										0.000	\$ 532.43
8/31/2000											0.000	\$ 919.73
8/25/2000									24.000		144.000	\$ 1,920.86
8/22/2000									24.000		24.000	\$ 26.40
8/17/2000									24.000		24.000	\$ 26.40
8/15/2000									14.000		14.000	\$ 15.40
8/15/2000											0.000	\$ 17.78
8/15/2000											0.000	\$ 84.66
8/15/2000	120.000										0.000	\$ 805.56
8/10/2000									14.000		120.000	\$ 1,600.72
8/7/2000									24.000		14.000	\$ 15.40
8/5/2000									24.000		24.000	\$ 26.40
7/31/2000									24.000		24.000	\$ 26.40
7/31/2000											0.000	\$ 17.79
7/31/2000											0.000	\$ 85.83
7/31/2000	96.000										0.000	\$ 211.65
7/26/2000					24.000						96.000	\$ 1,280.57
7/20/2000									15.000		24.000	\$ 26.40
7/15/2000											0.000	\$ 16.50
7/15/2000											0.000	\$ 17.78
7/15/2000	120.000										0.000	\$ 529.13
7/15/2000											0.000	\$ 296.31
7/14/2000									10.000		120.000	\$ 1,600.72
7/8/2000									24.000		10.000	\$ 11.00
6/30/2000									24.000		24.000	\$ 26.40
6/30/2000											0.000	\$ 17.79
6/30/2000											0.000	\$ 42.33
6/30/2000	68.000										0.000	\$ 190.49
6/29/2000				14.000							68.000	\$ 907.07
6/26/2000				14.000							14.000	\$ 186.75
6/17/2000					24.000						14.000	\$ 186.75
6/15/2000											0.000	\$ 320.14
6/15/2000											0.000	\$ 17.78
6/15/2000	102.000										0.000	\$ 568.73
6/14/2000											102.000	\$ 1,360.61
6/14/2000					18.000						18.000	\$ 240.11
6/11/2000									6.000		6.000	\$ 6.60
6/8/2000									24.000		24.000	\$ 26.40
6/2/2000									24.000		24.000	\$ 26.40
5/31/2000									24.000		24.000	\$ 26.40
5/31/2000											0.000	\$ 17.78
5/31/2000	120.000										0.000	\$ 1,030.77
5/30/2000									10.000		120.000	\$ 1,600.72
											10.000	\$ 11.00

Hours History Detail: Weiss, Lorie

Date Period Ending	Regular Hours - Salaried*	Overtime & F Total Overtime	OT and Temp Upgrade - Overtime	F Annual Leave (Use)*	F Sick/ Funeral Leave*	Comp Used*	Paydown - Comp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	TOTAL	TOTAL
5/27/2000									24.000		24.000	\$ 26.40
5/24/2000									10.000		10.000	\$ 11.00
5/21/2000									24.000		24.000	\$ 26.40
5/18/2000									24.000		24.000	\$ 26.40
5/15/2000											0.000	\$ 592.62
5/15/2000	120.000								24.000		120.000	\$ 1,600.72
5/15/2000									24.000		24.000	\$ 23.52
5/15/2000									24.000		24.000	\$ 23.52
4/30/2000											0.000	\$ 17.78
4/30/2000	120.000										120.000	\$ 1,600.72
4/27/2000									24.000		24.000	\$ 23.52
4/15/2000											0.000	\$ 17.78
4/15/2000	120.000										120.000	\$ 1,600.72
4/15/2000											0.000	\$ 670.23
4/15/2000											120.000	\$ 1,600.72
3/31/2000											0.000	\$ (302.36)
3/31/2000	144.000										144.000	\$ 1,920.86
3/15/2000											0.000	\$ 17.78
3/15/2000											0.000	\$ 607.17
3/15/2000	120.000										120.000	\$ 1,600.72
3/15/2000											24.000	\$ 23.52
3/12/2000									24.000		24.000	\$ 23.52
2/29/2000											0.000	\$ 323.00
2/29/2000	96.000										96.000	\$ 566.81
2/27/2000									14.000		14.000	\$ 13.72
2/24/2000									24.000		24.000	\$ 23.52
2/18/2000									24.000		24.000	\$ 23.52
2/15/2000											0.000	\$ 17.00
2/15/2000	120.000										120.000	\$ 1,207.44
2/15/2000									24.000		24.000	\$ 23.52
2/12/2000									14.000		14.000	\$ 13.72
1/31/2000											0.000	\$ (289.00)
1/31/2000	120.000										120.000	\$ 1,530.00
1/28/2000				24.000							24.000	\$ 306.00
1/15/2000											0.000	\$ 17.00
1/15/2000	96.000										96.000	\$ 1,224.00
1/13/2000				24.000							24.000	\$ 306.00
2000 Totals	2,584.000	13.500	0.000	292.000	66.000	0.000	0.000	0.000	937.000	0.000	3,902.500	\$ 56,252.87
2001 Totals	2,453.000	430.000	10.000	339.500	66.000	103.500	0.000	0.000	733.000	0.000	4,176.000	\$ 61,533.76
2002 Totals	2,345.000	226.000	95.250	282.000	99.000	180.000	0.000	24.000	434.000	0.000	3,805.250	\$ 59,954.84
1/03 - 7/03 Totals	1,598.000	212.500	14.000	0.000	34.000	48.000	0.000	0.000	732.000	0.000	2,699.500	\$ 37,359.37

Jaime Hughes Pay Analysis
2,928 Hours Per Year

<u>Dates (1)</u>	<u>Expected Straight Hours (2)</u>	<u>Expected Normal OT Hours (3)</u>	<u>Actual Addl OT (4)</u>	<u>Total Hours Converted to Straight Time (5)</u>	<u>Effective Hourly Rate (6)</u>	<u>Total Expected Pay</u>	<u>vs.</u>	<u>Actual Pay (7)</u>	<u>=</u>	<u>Overpayment</u>
1/1/2000 - 12/31/2000 Totals	2080.000	848.000	666.190	4,351.285	\$ 13.7327	\$ 59,754.88		\$ 59,854.00		\$ (99.12)
1/1/2001 - 12/31/2001 Totals	2080.000	848.000	133.750	3,552.625	\$ 17.4737	\$ 62,077.67		\$ 62,839.71		\$ (762.04)
1/1/2002 - 12/31/2002 Totals	2080.000	848.000	234.840	3,704.260	\$ 17.9141	\$ 66,358.41		\$ 68,042.10		\$ (1,683.69)
1/1/2003 - 7/31/2003 Totals	1213.333	494.667	53.250	2,035.208	\$ 18.3687	\$ 37,384.20		\$ 37,647.93		\$ (263.72)

1. For annual periods 1/1/00 to 7/31/03.
2. Based on 2,080 hours per year.
3. Based on 848 overtime hours per year.
4. Based on actual overtime hours worked during period per Hours History Detail.
5. Based on expected straight hours, expected normal overtime hours x 1.5, and actual additional overtime hours x 1.5.
6. Based on effective Step 6 rates calculated from City of Stockton Wage Schedules.
7. Based on Total Pay for period per Hours History Detail.

Jaime Hughes Pay Analysis

2,904 Hours Per Year

<u>Dates (1)</u>	<u>Expected Straight Hours (2)</u>	<u>Expected Normal OT Hours (3)</u>	<u>Actual Addl OT (4)</u>	<u>Total Hours Converted to Straight Time (5)</u>	<u>Effective Hourly Rate (6)</u>	<u>Total Expected Pay</u>	<u>vs.</u>	<u>Actual Pay (7)</u>	<u>=</u>	<u>Overpayment</u>
1/1/2000 - 12/31/2000 Totals	2080.000	824.000	666.190	4,315.285	\$ 13.8818	\$ 59,903.86		\$ 59,854.00		\$ 49.86
1/1/2001 - 12/31/2001 Totals	2080.000	824.000	133.750	3,516.625	\$ 17.6634	\$ 62,115.73		\$ 62,839.71		\$ (723.98)
1/1/2002 - 12/31/2002 Totals	2080.000	824.000	234.840	3,668.260	\$ 18.1086	\$ 66,426.92		\$ 68,042.10		\$ (1,615.18)
1/1/2003 - 7/31/2003 Totals	1213.333	480.667	53.250	2,014.208	\$ 18.5682	\$ 37,400.13		\$ 37,647.93		\$ (247.80)

1 - For annual periods 1/1/00 to 7/31/03.

2 - Based on 2,080 hours per year.

3 - Based on 824 overtime hours per year.

4 - Based on actual overtime hours worked during period per Hours History Detail.

5 - Based on expected straight hours, expected normal overtime hours x 1.5, and actual additional overtime hours x 1.5.

6 - Based on effective Step 6 rates calculated from City of Stockton Wage Schedules.

7 - Based on Total Pay for period per Hours History Detail.

Hours History Detail: Hughes, Jaime

Date Period Ending	Regular Hours - Salaried*	OT - Overtime	F Annual Leave (Use)	F Sick/ Funeral Leave*	Comp Used*	Paydown - Comp	Leave - Admin w/Pay*	Temp Upgrade	Jury Duty*	TOTAL	Amount
7/31/2003			24.000							0.000	28.20
7/31/2003	24.000									24.000	507.46
7/31/2003					24.000					24.000	507.46
7/20/2003			10.000							10.000	211.44
7/20/2003					14.000					14.000	296.02
7/18/2003					24.000					24.000	507.46
7/18/2003	72.000									0.000	28.20
7/9/2003			24.000		24.000					24.000	507.46
6/30/2003										24.000	507.46
6/30/2003			24.000							24.000	507.46
6/30/2003	36.000									36.000	803.46
6/23/2003			24.000							24.000	507.46
6/23/2003			24.000							24.000	507.46
6/15/2003			10.000							10.000	211.44
6/15/2003	120.000									0.000	28.20
6/6/2003		1.750								120.000	2,537.30
6/6/2003		14.000								1.750	56.88
6/31/2003										14.000	485.07
5/28/2003	120.000									0.000	28.20
5/19/2003		10.000								120.000	2,537.30
5/19/2003		14.000								10.000	326.02
5/15/2003										14.000	485.07
5/15/2003	120.000									0.000	28.20
5/10/2003		10.000								120.000	2,537.30
4/30/2003										10.000	326.02
4/30/2003	120.000									0.000	28.20
4/28/2003		3.500								120.000	2,537.30
4/28/2003										10.000	326.02
4/28/2003										3.500	113.77
4/19/2003										14.000	485.07
4/19/2003	120.000									0.000	28.20
3/31/2003										120.000	2,537.30
3/31/2003	120.000									0.000	28.20
3/28/2003										120.000	2,537.30
3/22/2003										14.000	485.07
3/15/2003	120.000									0.000	28.20
3/15/2003										120.000	2,537.30
2/28/2003										14.000	485.07
2/28/2003	104.000									0.000	28.19
2/19/2003				16.000						104.000	2,199.00
2/19/2003										16.000	338.31
2/15/2003										0.000	28.19
2/15/2003	72.000									72.000	1,522.28
2/8/2003			8.500		15.500					8.500	176.73
2/7/2003										15.500	327.14
2/1/2003					24.000					2.000	50.46
1/31/2003	82.000									24.000	507.46
1/31/2003					24.000					0.000	28.20
1/28/2003					14.000					82.000	1,733.82
1/22/2003										24.000	507.46
1/15/2003										14.000	296.02
1/15/2003	96.000									0.000	28.20
1/10/2003			24.000							96.000	2,029.84
12/31/2002										24.000	507.46
12/31/2002	86.000									0.000	27.46
12/27/2002					24.000					86.000	1,773.40
12/25/2002			10.000							24.000	494.90
12/15/2002										10.000	206.21
12/15/2002	96.000									0.000	27.49
12/19/2002						26.630				96.000	1,979.61
12/14/2002					24.000					26.630	562.86
11/30/2002										24.000	494.90
11/30/2002			24.000							0.000	27.50
11/30/2002	52.750									24.000	484.80
11/28/2002		10.000								52.750	1,087.75
										10.000	206.21

Hours History Detail: Hughes, Jaime

Date Period Ending	Regular Hours -Salaried*	OT - Overtime	F Annual Leave (Use)	F Sick/ Leave	Comp Used*	Paydown - Comp	Leave - Admin w/ Pay*	Temp Upgrade	Jury Duty*	TOTAL	Amount
11/26/2002			24.000							24.000	494.90
11/17/2002					5.250					5.250	190.74
11/15/2002										0.000	27.49
11/15/2002	120.000									120.000	2,474.51
11/9/2002		14.000								14.000	443.94
11/4/2002										18.750	5.250
11/4/2002		5.250								5.250	166.48
10/31/2002										0.000	27.49
10/31/2002	120.000									120.000	2,474.51
10/26/2002										2.000	5.250
10/24/2002										14.000	422.11
10/15/2002										0.000	27.49
10/15/2002	96.000									96.000	1,979.61
10/5/2002										24.000	494.90
10/2/2002					24.000					24.000	494.90
9/30/2002										14.000	27.49
9/30/2002	47.250									47.250	974.34
9/28/2002				24.000						24.000	494.90
9/24/2002				24.000						24.000	494.90
9/23/2002				19.500						19.500	402.11
9/17/2002					5.250					5.250	108.28
9/19/2002										0.000	27.50
9/19/2002	72.000									72.000	1,484.70
9/8/2002					24.000					24.000	494.90
9/8/2002					24.000					24.000	494.90
9/31/2002										0.000	494.90
9/31/2002	144.000									144.000	2,969.41
8/27/2002		14.000								14.000	443.94
8/15/2002										0.000	27.50
8/15/2002	14.000									14.000	288.89
8/12/2002				12.000						12.000	247.45
8/10/2002				12.000						12.000	247.45
8/8/2002				24.000						24.000	494.90
8/3/2002			10.000							10.000	206.21
8/3/2002			24.000							24.000	494.90
8/1/2002			24.000							24.000	494.90
7/31/2002										0.000	27.50
7/31/2002	24.000									24.000	494.90
7/27/2002			24.000							24.000	494.90
7/23/2002			24.000							24.000	494.90
7/18/2002			24.000							24.000	494.90
7/16/2002					24.000					24.000	494.90
7/15/2002										0.000	27.50
7/14/2002	72.000									72.000	1,484.70
7/7/2002					24.000					24.000	494.90
7/7/2002					24.000					24.000	494.90
6/30/2002										0.000	27.49
6/30/2002	120.000									120.000	2,474.51
6/25/2002		14.000								14.000	443.94
6/23/2002		21.000								21.000	649.56
6/18/2002										7.660	232.75
6/18/2002		7.340								7.340	1.10
6/15/2002										0.000	26.12
6/15/2002	4.800									4.800	98.98
6/15/2002										114.000	2,350.78
6/9/2002	114.000									36.000	15.000
6/2/2002										15.000	27.49
5/31/2002										109.500	2,287.99
5/31/2002	109.500									14.000	443.94
5/31/2002		14.000								2.250	71.35
5/31/2002										15.000	475.65
5/29/2002		15.000								8.500	175.28
5/23/2002				2.000						2.000	41.24
5/22/2002										10.000	317.10
5/15/2002		10.000								0.000	27.50
5/15/2002										72.000	1,484.70
5/13/2002	72.000									15.000	475.65

Hours History Detail: Hughes, Jaime

Date Period Ending	Regular Hours - Salaried*	OT - Overtime	F Annual Leave (Use)*	F Sick/ Funeral Leave*	Comp Used*	Hours				TOTAL	Amount
						Paydown - Comp	Leave - Admin w/ Pay*	Temp Upgrade	Jury Duty*		
5/7/2002										24.000	\$ 494.90
5/6/2002							24.000			24.000	\$ 494.90
4/30/2002										0.000	\$ 27.48
4/30/2002	120.000									120.000	\$ 2,474.51
4/27/2002		1.000								1.000	\$ 31.71
4/25/2002		14.000								14.000	\$ 443.94
4/19/2002		14.000								14.000	\$ 443.94
4/15/2002										0.000	\$ 27.48
4/15/2002	101.000									101.000	\$ 2,082.71
4/1/2002					19.000					19.000	\$ 391.80
3/31/2002										0.000	\$ 27.48
3/31/2002	111.500	1.000								111.500	\$ 2,299.23
3/29/2002		14.000								14.000	\$ 443.94
3/22/2002		14.000								14.000	\$ 443.94
3/20/2002		5.000								5.000	\$ 158.53
3/19/2002							6.500			6.500	\$ 178.25
3/15/2002										0.000	\$ 27.48
3/15/2002	120.000									120.000	\$ 2,474.51
2/28/2002										0.000	\$ 1,017.30
2/28/2002	72.000	2.000								72.000	\$ 1,484.70
2/27/2002		14.000								14.000	\$ 443.94
2/19/2002										0.000	\$ 27.48
2/15/2002	120.000									120.000	\$ 2,474.51
2/6/2002										0.000	\$ 25.44
1/31/2002								24.000		24.000	\$ 467.41
1/31/2002	144.000									144.000	\$ 2,989.41
1/15/2002		10.000								10.000	\$ 317.10
1/3/2002										0.000	\$ 27.48
12/31/2001										120.000	\$ 2,474.51
12/29/2001	104.500									104.500	\$ 2,682.10
12/23/2001			10.000			5.500				14.000	\$ 281.14
12/23/2001										0.000	\$ 110.63
12/14/2001			24.000							24.000	\$ 482.74
12/12/2001			24.000							24.000	\$ 482.74
12/10/2001			24.000							24.000	\$ 482.74
12/5/2001			24.000							24.000	\$ 482.74
12/3/2001			24.000							24.000	\$ 482.74
12/1/2001										0.000	\$ 26.81
11/30/2001										72.000	\$ 1,448.21
11/30/2001										24.000	\$ 482.74
11/28/2001										12.000	\$ 241.37
11/24/2001										12.000	\$ 241.37
11/16/2001		14.000								14.000	\$ 422.31
11/15/2001										0.000	\$ 26.82
11/15/2001										0.000	\$ 482.00
11/15/2001	110.000									110.000	\$ 2,212.54
11/13/2001				10.000						10.000	\$ 201.14
10/31/2001										0.000	\$ 26.82
10/31/2001	120.000									120.000	\$ 2,413.88
10/16/2001		14.000								14.000	\$ 422.31
10/15/2001										0.000	\$ 26.81
10/15/2001										87.000	\$ 1,749.92
10/10/2001	87.000						4.000			91.000	\$ 80.46
10/3/2001				24.000						24.000	\$ 482.74
10/1/2001										5.000	\$ 100.57
9/30/2001										0.000	\$ 26.82
9/30/2001	120.000									120.000	\$ 2,413.88
9/21/2001		14.000								14.000	\$ 422.31
9/15/2001										0.000	\$ 26.82
9/15/2001	120.000									120.000	\$ 2,413.88
9/3/2001		10.000								10.000	\$ 201.14
8/31/2001										0.000	\$ 26.82
8/31/2001	120.000									120.000	\$ 2,413.88
8/29/2001		9.000								9.000	\$ 241.38
8/18/2001		10.000								10.000	\$ 201.14
8/15/2001										0.000	\$ 26.82

Hours History Detail: Hughes, Jaime

Date Period Ending	Regular Hours - Standard	OT - Overtime	F Annual Leave (Used)	F Sick/ Funeral Leave	Comp Used*	Paydown - Comp	Leave - Admin W/Pay*	Temp Upgrade	Jury Duty*	TOTAL	Amount
8/15/2001	75.000									75.000	1,508.55
8/1/2001										21.000	422.39
7/31/2001				24.000						24.000	482.74
7/31/2001	96.000									96.000	1,930.94
7/26/2001				24.000						24.000	482.74
7/20/2001										12.000	240.48
7/14/2001			24.000							24.000	482.74
7/12/2001			24.000							24.000	482.74
7/10/2001			24.000							24.000	482.74
7/5/2001			24.000							24.000	482.74
7/3/2001			24.000							24.000	482.74
7/1/2001			24.000							24.000	482.74
6/30/2001										24.000	482.74
6/26/2001	48.000									48.000	965.47
6/24/2001					24.000					24.000	482.74
6/22/2001					24.000					24.000	482.74
6/19/2001										0.000	0.00
6/15/2001	118.000									118.000	2,373.45
6/15/2001		24.750								24.750	497.82
6/14/2001										15.000	300.00
6/8/2001										2.000	40.23
6/5/2001										15.000	300.00
6/1/2001										12.000	240.48
5/31/2001										0.000	0.00
5/31/2001	120.000									120.000	2,413.66
5/25/2001		10.000								10.000	201.65
5/17/2001				24.000						24.000	482.74
5/15/2001										0.000	0.00
5/15/2001	120.000									120.000	2,413.66
4/30/2001										0.000	0.00
4/30/2001	110.000									110.000	2,212.54
4/28/2001		14.000								14.000	281.65
4/22/2001										21.000	422.31
4/15/2001										10.000	201.65
4/15/2001	120.000									120.000	2,413.66
4/3/2001										21.000	422.31
3/31/2001										0.000	0.00
3/31/2001	91.000									91.000	1,830.37
3/28/2001			5.000							5.000	100.57
3/17/2001				24.000						24.000	482.74
3/15/2001										0.000	0.00
3/15/2001				24.000						24.000	482.74
3/15/2001	48.000									48.000	965.47
3/10/2001					24.000					24.000	482.74
3/8/2001										0.000	0.00
2/29/2001				24.000						24.000	482.74
2/29/2001	120.000									120.000	2,413.66
2/15/2001										0.000	0.00
2/15/2001	74.500									74.500	1,488.49
2/10/2001		14.000								14.000	281.65
2/9/2001				24.000						24.000	482.74
2/7/2001			5.000							5.000	100.57
1/31/2001				16.500						16.500	331.88
1/31/2001	120.000									120.000	2,413.66
1/22/2001										0.000	0.00
1/15/2001										12.750	255.00
1/15/2001	86.000									86.000	1,729.80
1/12/2001				24.000						24.000	482.74
1/1/2001			10.000							10.000	201.65
12/31/2000										0.000	0.00
12/31/2000	144.000									144.000	2,881.31
12/29/2000		14.000								14.000	281.65
12/26/2000										0.000	0.00
12/15/2000	48.000		24.000							48.000	965.47
12/7/2000										24.000	482.74
12/4/2000			24.000							24.000	482.74

Hours History Detail: Hughes, Jaime

Date Period Ending	Regular Hours - Salaried	OT - Overtime	F Annual Leave (Use)	F Sick/ Funeral Leave	Hours				TOTAL	Amount
					Comp Used	Paydown - Comp	Leave - Admin w/ Pay	Temp Upgrade		
5/15/2000									0.000	21.08
5/15/2000	120.000								0.000	100.32
4/30/2000									120.000	1,896.92
4/30/2000									0.000	21.08
4/30/2000	96.000								0.000	95.88
4/30/2000									0.000	4.44
4/30/2000				24.000					96.000	1,517.54
4/15/2000									24.000	378.38
4/15/2000									0.000	20.14
4/15/2000									0.000	743.07
4/15/2000	120.000								120.000	1,813.36
3/31/2000									0.000	20.14
3/31/2000	120.000								0.000	599.25
3/15/2000									120.000	1,813.36
3/15/2000									0.000	20.14
2/29/2000	120.000								0.000	47.94
2/29/2000				24.000					120.000	1,813.36
2/29/2000									0.000	20.14
2/29/2000	54.500								24.000	362.67
2/29/2000				24.000					0.000	47.94
2/23/2000				17.500					17.500	264.45
2/15/2000									0.000	791.01
2/15/2000	72.000								72.000	1,088.01
2/15/2000				24.000					24.000	362.67
2/15/2000									0.000	20.14
1/31/2000									0.000	137.83
1/31/2000	120.000								120.000	1,813.36
1/15/2000									0.000	20.14
1/15/2000									0.000	1,038.70
1/15/2000	120.000								120.000	1,813.36
1/12/2000									0.000	20.15
1/12/2000									0.000	23.97
2000 Totals	2,241.500	14.000	164.000	177.500	0.000	0.000	355.000	0.000	0.000	2,961.250
2001 Totals	2,200.000	133.750	330.000	242.500	0.000	0.000	4.000	0.000	5.000	3,223.000
2002 Totals	2,272.800	234.840	198.000	117.500	234.000	26.630	56.500	24.000	0.000	3,335.680
1/03 - 7/03 Totals	1,328.000	53.250	148.500	40.000	163.500	0.000	0.000	0.000	0.000	1,839.250
TOTAL	10,000.000	500.000	4,000.000	1,000.000	2,000.000	500.000	1,000.000	500.000	500.000	10,000.000